



SAFETY COMMITTEE MEETING MINUTES

March 11th, 2024 @ 5 P.M.

City Hall - Board Room

CALL THE MEETING TO ORDER:

Present in the Board Room at City Hall were Alderman Joey Hobbs, Alderman French, Alderman Bellamy, Police Chief Sipe, Assistant Police Chief Floied, Fire Chief Chambers, Director Brittany Fiske, Mayor Howard, Payroll Specialist Christine David

Chairman Hobbs called the meeting to order. No citizen comments were made.

APPROVAL OF THE MINUTES: Alderman French made a motion to approve the 1-8-24 & 2-12-24 Safety Committee Minutes, and seconded by Alderman Bellamy. The minutes passed 3-0.

Codes Department: Director Brittany Fiske discussed the TOSHA audit. The Street Dept. was inspected during the audit. Director Fiske discussed the Beer Permits for Food Trucks being amended by ordinance. Alderman Bellamy stated with the amended ordinance if vendors have more than one food truck they will only need a permit on the food truck that is selling beer. If they have multiple trucks selling beer at the same time they will need a permit on each truck. The MPD will regulate the food trucks that are selling beer. Alderman Bellamy discussed a house behind Taco Bell being a halfway house. Chairman Hobbs asked about building permits,

Police Department: Chief Sipe discussed his monthly report. Alderman Hobbs discussed how many vehicles they have and if each officer has a vehicle to drive home, and Chief Sipe stated yes. Chief Sipe discussed new hires, terminations, and resignations. Alderman Bellamy stated we are going to have to increase the MPD pay. Alderman Bellamy stated that the surrounding areas are paying officers 4 to 5 dollars more than we are. Alderman French asked Chief Sipe to continue with his report and then address the pay. Alderman French discussed the need for some policies short term for competitive pay for patrolman and a discussion ensued about surrounding area pay. Alderman French asked what the percentage of patrolmen have been with the City less than 2 years. Chief Sipe stated 30 percent of patrolmen. Alderman Hobbs discussed the pay study is not finished and waiting on longevity pay to be added. Alderman French discussed pay incentives for certifications. Alderman French discussed bonuses for certifications. Alderman French discussed giving bonuses to hiring certified officers, and a recruiting bonus, a discussion ensued. Assistant Police Chief Floied discussed the starting salaries for patrolmen in the surrounding counties. Alderman Bellamy made a motion to give MPD employees across the board a 3 dollar raise the motion failed, due to no second. Mayor Howard stated if one goes up they all go up in business. Alderman French made a motion to implement a temporary incentive plan 4,000-hiring bonus for certified officers (50 percent probationary term and 50 percent after 1 year), a 2,000-hiring bonus for non-certified officers (50 percent after graduating from academy and 50 percent after 1 year), implement a 500-dollar recruiting bonus if an MPD employee recruits an officer, and Domestic Violence, Firearm, etc. certification bonuses of 1,000 per year. A discussion ensued. Alderman French made a motion to amend his motion to take out the certification bonuses. Alderman Bellamy made a motion to approve Alderman French's 1st motion. Chairman Hobbs called for the vote on the original motion for bonus pay for sign-on and the motion passed 2-1 with Alderman Hobbs

voted nay. The bonus pay with move to the finance committee. Chairman Hobbs asked for a vote on Alderman French's made a motion to offer 1000.00 bonus for Fire Arms, Domestic Violence, ELOCC certifications. Alderman Bellamy seconded the motion. A discussion ensued, and Chairman Hobbs asked to moved the discussion to the next Safety Committee meeting due to time restraints.

Fire Department: Chairman Hobbs asked any MFD employees that wanted to speak to move to the table. MFD employee Tyler Hickerson discussed the City's hiring actions during his recent interview process for a captain position. MFD Hickerson stated he did not receive any feedback from his interview. MFD Hickerson discussed his qualifications, experience, concerns regarding the hiring process. MFD Hickerson discussed 6 questions he had and the 1st was feedback and Mayor Howard stated he had a good interview and asked if he had applied for any positions in the last two years. Hickerson stated no. Payroll Specialist Christine David discussed that MFD Hickerson had not applied for the past 6 lieutenant job openings in the last 4 years. MFD Hickerson stated he had applied once. Christine David discussed the interview panel process and interview process. Alderman French discussed if there is a score sheet and if it is available to the Mayor. Christine David stated yes, and Alderman French stated he would like the score sheet made available to the BOMA. A discussion ensued about the panel, the process of scoring, and a need to implement a policy. Chief Chambers asked for a copy of his 6 questions. Mayor Howard stated she hoped he would apply again and MFD Hickerson stated he would not apply again. Alderman French made a motion to give internal employees a path to promotion, and Alderman French clarified his motion and stated if an internal employee is turned down for a promotion he wants a letter drafted for that employee that gives him guidance and a path to promotion by that Director not HR. Alderman Bellamy seconded the motion and the motion passed 3-0. MFD Hickerson stated he just wanted the process to change. Chairman Hobbs discussed issues regarding Paycom & 24's with Christine and Chief Chambers. Chief Chambers discussed Fire Station 1 roof project and Station 2 upgrades.

OLD BUSINESS: none

NEW BUSINESS: none

ADJOURNMENT: Being no other business to discuss, Alderman Hobbs made a motion to adjourn and seconded by Alderman French.

CHAIRMAN JOEY HOBBS 5-13-24